



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

Date: 10-13-15	Interviewer: Mohammed Cato	RFA #15 – 18
Person(s) Requesting Assistance: [REDACTED]		
Contact Numbers (telephone, e-mail, etc.): [REDACTED]		
Status of Person(s) Interviewed (title, position, student status, etc.): Faculty		
Requested Assistance Pertaining To (name, position, policy, project, etc.): Work and Immigration Status		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☒ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☒ Faculty ☐ Staff ☐ Student ☐

Category: *(Please check at least one)*

- | | | | | |
|--|---|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input checked="" type="checkbox"/> Marital Status | <input checked="" type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
9/25/15	[REDACTED] spoke to LL about an error that was made in his hiring paperwork by Western employee [REDACTED], which impacted his work and residency status.	<p>The following was reported by [REDACTED]</p> <p>[REDACTED] indicated that he is a citizen of [REDACTED] and in order to be employed in the United States he needs to be employed by means of an H1B Visa. In addition, Western needs to sponsor him for permanent residency in order for [REDACTED] to remain in employment beyond a six year term. To begin the process, the University needs to file a labor certification. The certification was approved and an Immigrant Petition for Alien Worker (I-140 petition) was filed on April 3, 2015. The I-140 petition was rejected because [REDACTED], the Director of [REDACTED], made an error on the form. [REDACTED] indicated that the job required 2 years of experience of working as an Assistant Professor but this was a mistake. The job required that [REDACTED] have 2 years of experience working in [REDACTED]. The mistake caused his I-114 Form to be rejected. [REDACTED] said that [REDACTED] made the same mistake on [REDACTED] form but it didn't impact her status because she had 4 years of experience as a professor. Now, [REDACTED] is wondering what the University will do to rectify the error.</p>

		<p>At this point, [REDACTED] has requested that [REDACTED] no longer be involved in the processing of any of his paperwork and has requested that the Department hire an immigration attorney. [REDACTED] said that [REDACTED] informed him that an attorney couldn't be hired but that [REDACTED] informed him that [REDACTED] office would hire a lawyer but didn't. [REDACTED] also said that the "last straw" for him was when it was suggested by leadership and legal counsel that they link [REDACTED] immigration status to [REDACTED] since her I-114 Form passed. [REDACTED] and [REDACTED] were offended that information about [REDACTED] immigration status was being shared and discussed with others without any notification or consent. They also felt it was inappropriate to make [REDACTED] residency status dependent upon his marital status with [REDACTED], which would be the case if [REDACTED], as [REDACTED] spouse, used [REDACTED] residency status to remain working at Western.</p>
9/28/15	MC meets with [REDACTED] and [REDACTED]	<p>Additional information was shared by [REDACTED] in this meeting:</p> <p>[REDACTED] job position was reposted since his petition was denied. The job search went live on July 15, 2015 and was set to close on Aug. 5th. In order to meet compliance with immigration law, the job needed to be posted for 30 days. On July 22nd, [REDACTED] contacted [REDACTED] by email to inquire about the closing date because it failed to comply with immigration regulations. On July 24th, [REDACTED] indicated that he made an error and they were reposting the closing date for Aug. 15th.</p> <p>On Sept. 17th, [REDACTED] said that he had a conversation with [REDACTED] and [REDACTED] said that he would send [REDACTED] some emails that explained how it was determined that the university couldn't hire an immigration attorney.</p> <p>For [REDACTED] and [REDACTED] they feel there has been a lack of transparency throughout the process and that [REDACTED] repeated requests for the university to hire a lawyer have been justified, given the errors that have been made. They believe this is an EO issue based upon marital status and are hoping that EO can provide clarity on: 1) access to an immigration attorney, 2) current work status and 3) possible retaliation</p>
9/30/15	MC calls [REDACTED]	MC follows up with [REDACTED] to let him know that he is discussing the matter with Sue to determine next steps.
10/5/15	[REDACTED] calls MC	[REDACTED] informs MC that he's meeting with Provost Carbajal, AGs Roger Leishman and Ohad Lowy [REDACTED] and [REDACTED] to discuss his current situation.
10/6/15	[REDACTED] leaves a message to speak with MC	
10/6/15	MC returns message and leaves a voicemail for [REDACTED]	
10/7/15	[REDACTED] requests an appointment with MC and Sue to discuss his meeting with Provost Carbajal,	

	AGs Roger Leishman and Ohad Lowy.....	
10/12/15	█████ delivers a timeline of events to the office	
10/13/15	█████ meets with MC and Sue	█████ shares that Provost Carbajal indicated they would use appropriate legal counsel and guidance to determine whether or not the 2 nd job search that █████ participated in was in accordance with immigration law.
10/16/15	MC calls █████	MC lets █████ know that he will follow up with Sue to discuss any outstanding issues pertaining to █████ matter. █████ thanks MC for his assistance.